23
24

NCAA Diving Coach Data and Perspectives
Division I

V1.1 - 093024

INTRODUCTION

I n Spring 2024 Springboard Creative introduced a survey to collect useful data about NCAA diving coaches and programs around the country. The intention is that the results can be used to assist coaches in job searches, contract negotiations, facility development, and more. Other organizations have gathered information before, however it was limited and did not get to the heart of what makes coaching diving at the NCAA-level such a unique occupation. The information in this report reflects the 2023-24 season *only*.

While much of the information obtained in this survey is publicly available, private institutions and athletic departments that are funded/operated separately from their institution are not required to disclose most data (salary, contracts, funding, etc.). Additionally, items such as dryland facilities, water belts, and more are a particular challenge to confirm. We've done our best to ensure information is as accurate as possible. As such, we have only included data that we have been able to confirm. In cases where the data is incomplete we have indicated the level we were able to confirm.

We intend to produce this report annually and be able to provide statistical analysis over time, identifying trends, and creating the most comprehensive database possible to benefit all coaches. We encourage your feedback on what information you found helpful as well as what data points you would like to see in the future. Additionally, increased participation (34% response rate this year) produces more accurate information and allows for a more timely turnaround of future reports.
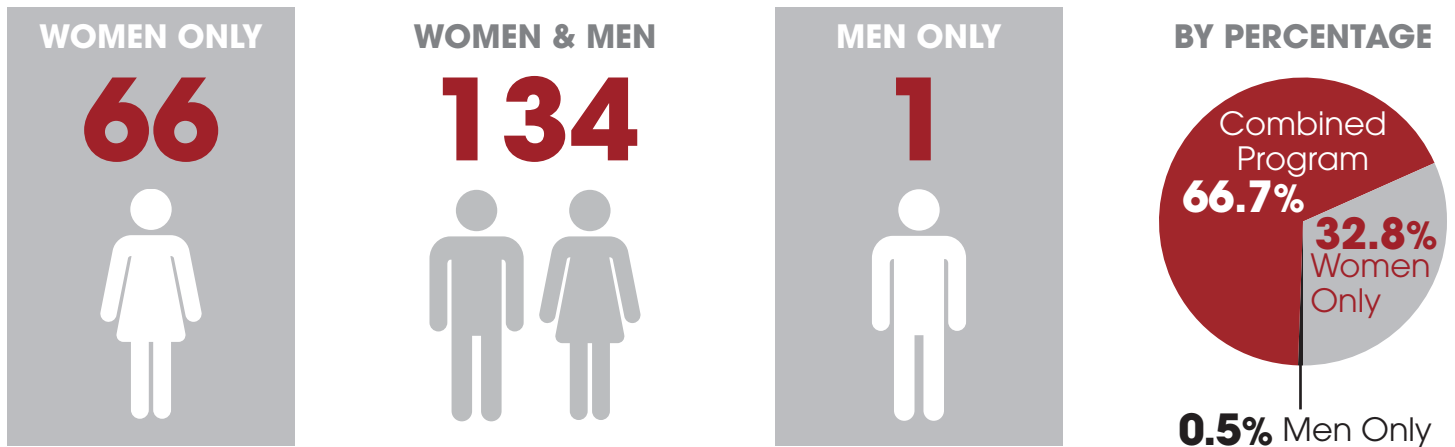
— Nick Gayes
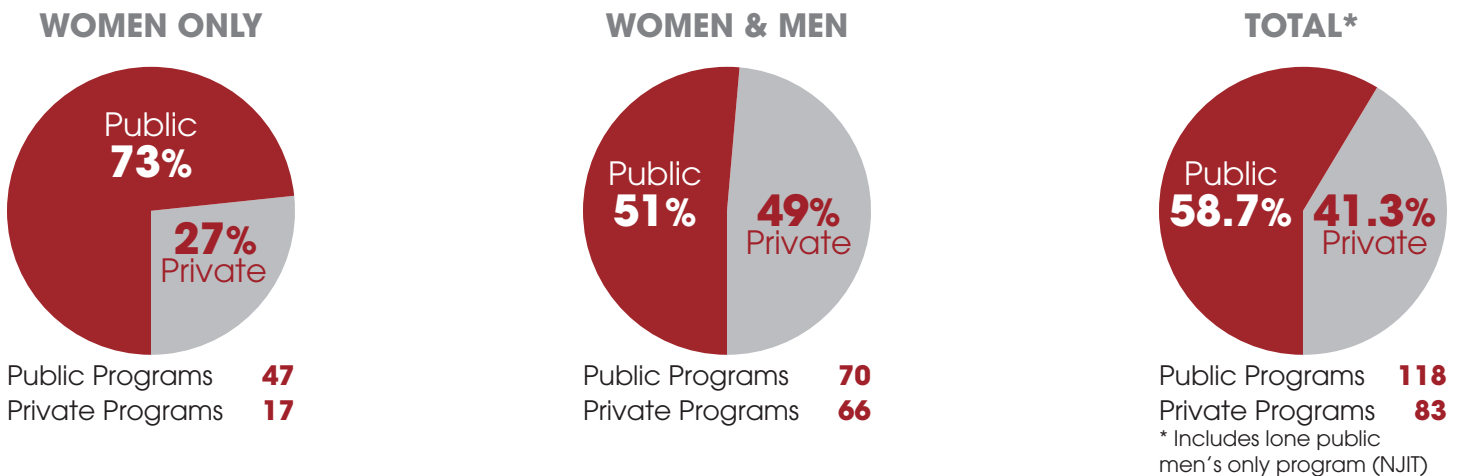Owner, Springboard Creative

CONTENTS

DIVISION-I PROGRAMS

DIVISION-I Institutions with Swimming and/or Diving Programs

WOMEN ONLY
66

WOMEN & MEN
134

MEN ONLY
1

BY PERCENTAGE

Combined Program **66.7%**

32.8% Women Only

0.5% Men Only

DIVISION-I Public vs. Private Institutions with Swimming and/or Diving Programs

WOMEN ONLY

Public **73%**

27% Private

Public Programs **47**
Private Programs **17**

WOMEN & MEN

Public **51%**

49% Private

Public Programs **70**
Private Programs **66**

TOTAL*

Public **58.7%**

41.3% Private

Public Programs **118**
Private Programs **83**
* Includes lone public men's only program (NJIT)

DIVISION-I Institutions with *NO* Diving Programs

WOMEN ONLY
12

WOMEN & MEN
17

MEN ONLY
0

BY PERCENTAGE

Programs with *NO* Diving **14%**

5.5% Women Only

8.5% Women & Men

86% Programs with Diving
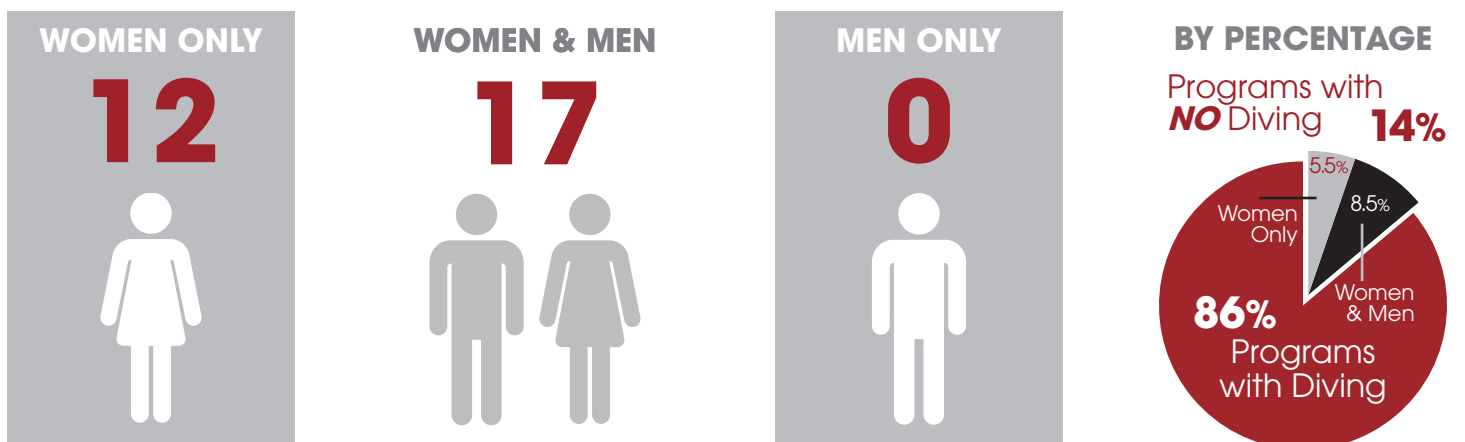
DIVISION-I Programs by Conference (2023-24 Conference Alignments)

American
ECU
FAU (W)
FIU
North Texas
~~Rice~~
SMU (W)
Tulane

Atlantic Coast
Boston College
Duke
Florida St.
Georgia Tech
Louisville
Miami (FL) ^
UNC
NC State
Notre Dame
Pittsburgh
Virginia
Virginia Tech

America East
Bryant
Maine
UMBC
New Hampshire
NJIT
Vermont
Virginia Military
Binghamton

ASUN
~~Bellarmine~~
FAU (M)
FGCU
~~Gardner-Webb~~
Liberty
~~North Florida~~
~~Old Dominion (M)~~
~~Queens~~
SMU (M)
UNC-Asheville

Atlantic 10
Davidson
Duquesne
George Mason
Geo. Wash.
Fordham
La Salle
UMass
Richmond
Rhode Island
Saint Louis
St. Bonaventure

Big East
~~Butler~~
Connecticut
Georgetown
Providence
Seton Hall
Villanova
~~Xavier~~

B1G Ten
Illinois
Indiana
Iowa
Michigan
Minnesota
Nebraska
Northwestern
Ohio State
Penn State
Purdue
Rutgers
Wisconsin

Big XII
BYU
Cincinnati
Houston
Iowa State
Kansas
Texas
TCU
West Virginia

Coastal
~~Campbell~~
Delaware
Drexel
~~Monmouth~~
Northeastern
UNC-Wilmington
Stony Brook
Towson
~~William & Mary~~

Horizon League
Cleveland State
Green Bay
IUPUI
Oakland
Milwaukee
Youngstown

Ivy League
Brown
Columbia
Cornell
Dartmouth
Harvard
Penn
Princeton
Yale

MAAC
Canisius
Fairfield
Iona
~~Manhattan~~
Marist
Mt. St. Mary's
~~Niagra~~
Rider
~~St. Peter's~~
Siena

Mid-American
Akron
Ball State
Bowling Green
Buffalo
Eastern Michigan
Evansville (M)
Ill. Chicago (M)
Miami
Missouri St. (M)
Ohio
Toledo
So. Illinois (M)
~~Valparaiso (M)~~

Missouri Valley
Arkansas-LR
Evansville (W)
Ill. Chicago (W)
Indiana State
Illinois State
Missouri St. (W)
Northern Iowa
So. Illinois (W)
~~Valparaiso (W)~~

MPSF
Cal Poly
CSU-Bakersfield
UC-Davis
~~UCSB~~
~~UCSD~~
Hawaii
Incarnate Word
~~Pacific~~
Pepperdine
San Diego

Mountain West
Air Force (W)
Colorado State
CSU-Fresno
Nevada
UNLV (W)
New Mexico
San Diego State
San Jose State
Wyoming (W)

Northeastern
Central Conn.
Howard
Le Moyne
~~Long Island~~
~~Merrimack~~
Sacred Heart
~~St. Francis~~
~~Stonehill~~
Wagner

Pac-12
Arizona
Arizona State
California
UCLA
Southern Cal
Stanford
Utah
~~Washington St.~~

Patriot
American
Boston U.
Bucknell
Colgate
Holy Cross
Lafayette
Lehigh
Loyola-MD
West Point
Navy

Southeastern
Alabama
Arkansas
Auburn
Florida
Georgia
Kentucky
Louisiana State
Missouri
South Carolina
Texas A&M
Tennessee
~~Vanderbilt~~

Summit League
Denver
~~Eastern Illinois~~
Lindenwood*
Omaha
South Dakota
SD State
So. Indiana
St. Thomas

Sun Belt
Georgia So.
James Madison
Marshall
~~Old Dominion (W)~~

WAC
Air Force (M)
Cal Baptist
Grand Canyon
Idaho
UNLV (M)
New Mexico St.
No. Arizona
No. Colorado
~~Seattle~~
~~Utah Tech~~
Wyoming (M)

No Conference
~~Loyola-Marymount*~~

KEY
Women's program
Men's program
~~No Diving~~

^ Men's program is diving only

(M) (W) Gender competes in that specific conf only
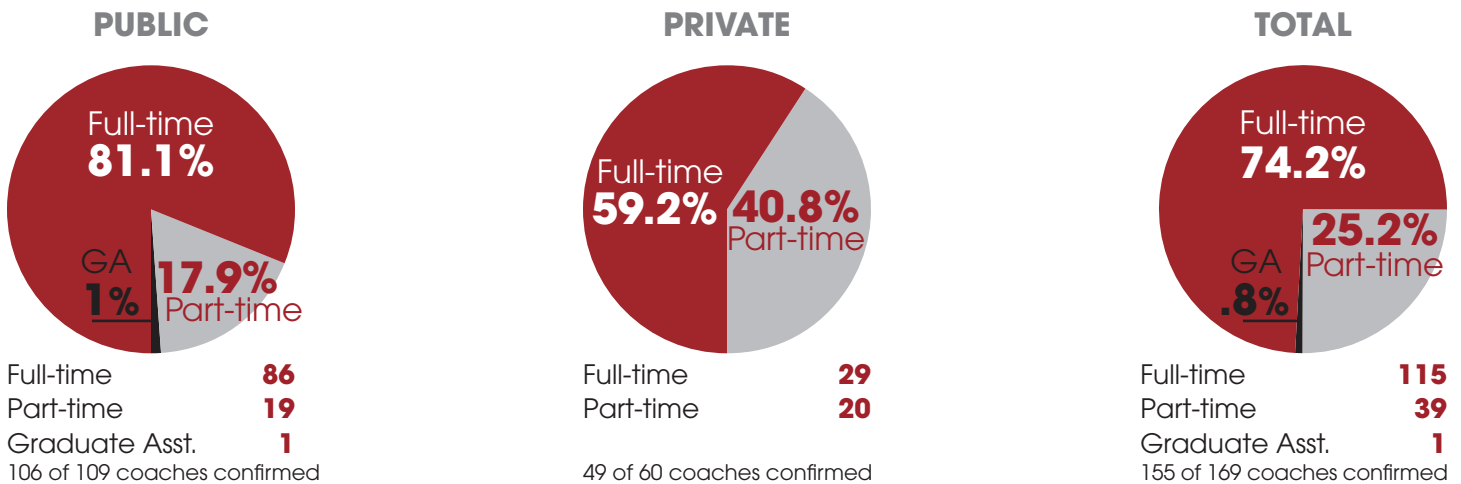
* Program dropped after season

DIVISION-I EMPLOYMENT

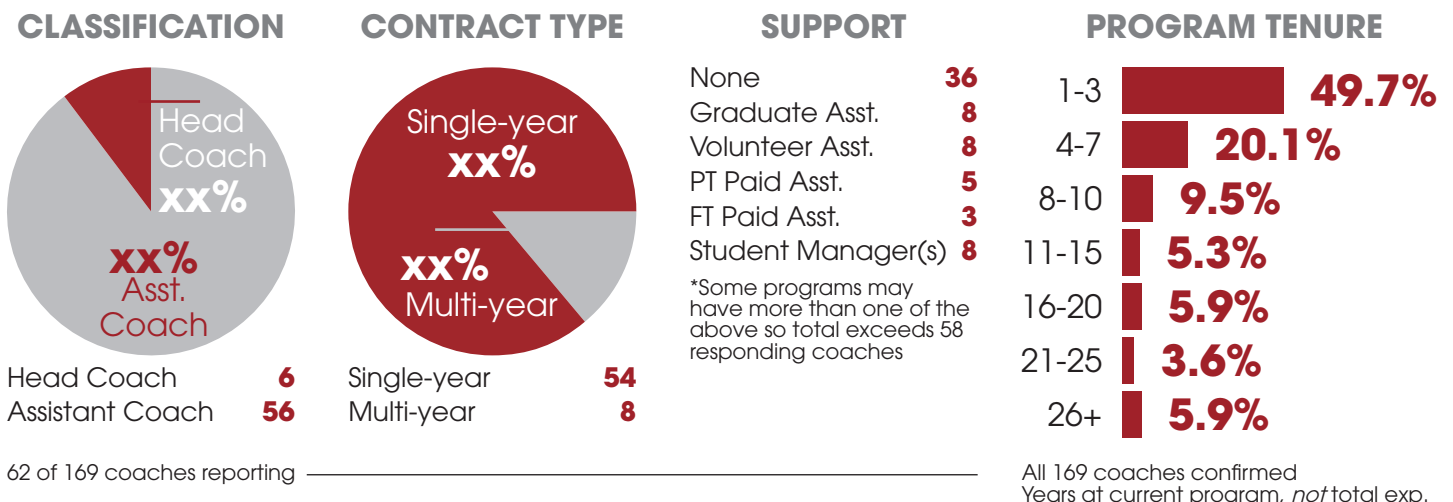## DIVISION-I Coaches by Gender (Primary Diving Coach)

WOMEN
42

MEN
127

NO COACH
3

BY PERCENTAGE

Women
24.4%

73.8%
Men

1.7%
No Coach

DIVISION-I Full-time vs. Part-time (Primary Diving Coach)

PUBLIC

Full-time
81.1%

GA
1%

17.9%
Part-time

Full-time	86
Part-time	19
Graduate Asst.	1

106 of 109 coaches confirmed

PRIVATE

Full-time
59.2%

40.8%
Part-time

Full-time	29
Part-time	20

49 of 60 coaches confirmed

TOTAL

Full-time
74.2%

25.2%
Part-time

GA
.8%

Full-time	115
Part-time	39
Graduate Asst.	1

155 of 169 coaches confirmed

DIVISION-I Job classifications, contract, tenure (Primary Diving Coach)

CLASSIFICATION

Head Coach
xx%

xx%
Asst. Coach

Head Coach	6
Assistant Coach	56

62 of 169 coaches reporting

CONTRACT TYPE

Single-year
xx%

xx%
Multi-year

Single-year	54
Multi-year	8

SUPPORT

None	36
Graduate Asst.	8
Volunteer Asst.	8
PT Paid Asst.	5
FT Paid Asst.	3
Student Manager(s)	8

*Some programs may have more than one of the above so total exceeds 58 responding coaches

PROGRAM TENURE

1-3	**49.7%**
4-7	**20.1%**
8-10	**9.5%**
11-15	**5.3%**
16-20	**5.9%**
21-25	**3.6%**
26+	**5.9%**

All 169 coaches confirmed
Years at current program, *not* total exp.

DIVISION-I Base Salary Summaries by Conference (2023-24 Conference Alignments)

American
High $46,340
Avg. $42,081
Low $35,904

Program Data:
3 of 6
PT Calculated:
0 of 0
Single-Gender:
2 of 3

Atlantic Coast
High $111,669
Avg. $80,800
Low $66,000

Program Data:
8 of 12
PT Calculated:
0 of 0
Single-Gender:
0 of 0

America East
High $45,659
Avg. $31,479
Low $17,300

Program Data:
2 of 8
PT Calculated:
1 of X
Single-Gender:
0 of 2

ASUN
High $45,000
Avg. $27,167
Low $10,000

Program Data:
3 of 5
PT Calculated:
2 of 2
Single-Gender:
2 of 3

Atlantic 10
High $50,000
Avg. $39,900
Low $28,800

Program Data:
5 of 11
PT Calculated:
0 of X
Single-Gender:
0 of 3

Big East
High $55,500
Avg. $32,333
Low $19,000

Program Data:
3 of 5
PT Calculated:
2 of 4
Single-Gender:
1 of 1

B1G Ten
High $180,858
Avg. $99,778
Low $61,532

Program Data:
12 of 12
PT Calculated:
0 of 0
Single-Gender:
4 of 4

Big XII
High $113,300
Avg. $67,609
Low $38,000

Program Data:
6 of 8
PT Calculated:
0 of 0
Single-Gender:
2 of 3

Coastal
High $35,000
Avg. $33,000
Low $31,000

Program Data:
2 of 6[A]
PT Calculated:
1 of X
Single-Gender:
0 of 2

Horizon League
High $36,000
Avg. $26,859
Low $14,820

Program Data:
5 of 6
PT Calculated:
2 of 2
Single-Gender:
0 of 0

Ivy League
High $108,000
Avg. $89,333
Low $64,000

Program Data:
3 of 8
PT Calculated:
0 of 2
Single-Gender:
0 of 0

Metro-Atlantic
High $20,000
Avg. $17,500
Low $15,000

Program Data:
2 of 7[B]
PT Calculated:
2 of X
Single-Gender:
0 of 1

Mid-American
High $70,000
Avg. $47,505
Low $35,893

Program Data:
9 of 12
PT Calculated:
0 of 2
Single-Gender:
6 of 6

Missouri Valley
High $45,000
Avg. $34,802
Low $15,453

Program Data:
6 of 8
PT Calculated:
2 of 3
Single-Gender:
4 of 4

MPSF
Insufficient data available

Program Data:
0 of 7
PT Calculated:
0 of 4
Single-Gender:
0 of 3

Mountain West
High $107,577
Avg. $59,500
Low $37,500

Program Data:
8 of 9
PT Calculated:
1 of 1
Single-Gender:
6 of 6

Northeastern
Insufficient data available

Program Data:
0 of 5[C]
PT Calculated:
0 of X
Single-Gender:
0 of 2

Pac-12
High $100,000
Avg. $88,146
Low $68,000

Program Data:
6 of 7
PT Calculated:
0 of 0
Single-Gender:
1 of 1

Patriot
High $85,000
Avg. $54,333
Low $18,000

Program Data:
3 of 10
PT Calculated:
1 of X
Single-Gender:
0 of 0

Southeastern
High $107,100
Avg. $91,060
Low $65,800

Program Data:
10 of 11
PT Calculated:
0 of 0
Single-Gender:
1 of 1

Summit League
High $48,000
Avg. $31,004
Low $13,700

Program Data:
3 of 6[D]
PT Calculated:
1 of 3
Single-Gender:
0 of 0

Sun Belt
High $45,924
Avg. $38,975
Low $35,000

Program Data:
3 of 3
PT Calculated:
0 of 0
Single-Gender:
3 of 3

WAC
High $72,000
Avg. $44,777
Low $25,000

Program Data:
8 of 9
PT Calculated:
1 of 1
Single-Gender:
4 of 4

A: One non-calculated PT position is listed as "Diving Consultant" and presumably paid through team operating budget rather than athletic department.
B: Two of the seven programs did not have a diving coach during the 2023-24 season.
C: One of the five programs did not have a diving coach during the 2023-24 season.
D: One of the three PT positions is currently a GA.

DIVISION-I Bonus Structure in Place

OVERALL

Yes 53.2% | 46.8% No

POWER 5

Yes 95.0% | 5.0% No

NON-POWER 5

Yes 33.3% | 66.7% No
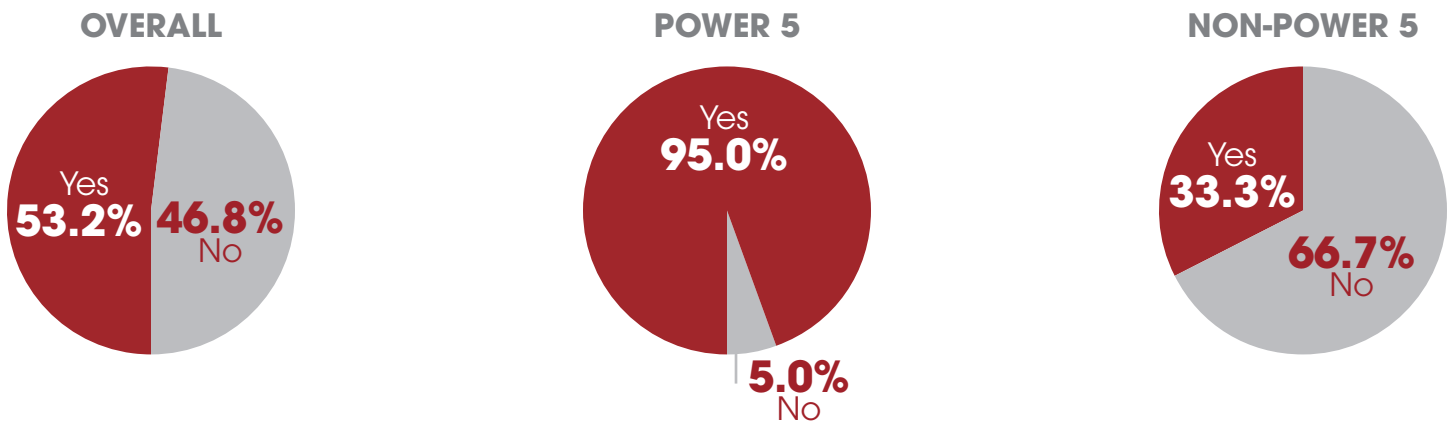
DIVISION-I Bonus Structure Categories and Payouts

TEAM PERFORMANCE

- Team NCAA Champion .... $2,500-12,500, two-six pay periods, 8% salary
- Team NCAA Championships Top 5 ....$4,000-10,000, three pay periods
- Team NCAA Championships Top 10 .... $2,500-5,000, one pay period, 5% salary
- Team NCAA Championships Top 18 .... $3,000
- Team NCAA Championships Top 25 .... $1,500, 3% salary, two pay periods
- Team Conference Championship .... $1,000-7,500, one-two pay periods, 5% salary
- Team Conference Runner-Up... $1,000
- Beat Rival $5,000

INDIVIDUAL PERFORMANCE

- NCAA Coach of the Year $7,500
- Conference Coach of the Year ....$500-7,500, one pay period
- NCAA Champion...$2,500-one pay period
- NCAA Scorer... $1,000
- NCAA Qualifier $500
- Multiple NCAA Qualifiers $1,000
- Additional NCAA Qualifiers $250-500
- Conference Champion $500-1,000
- Conference Diver of the Year.. $500-1,000
- Conference Freshman Diver of the Year $500-1,000
- Conference Senior of the Year... $500-1,000

ACADEMIC PERFORMANCE

- Team Academic Progress Rate (APR)...Unknown
- Team GPA.. 1-3%
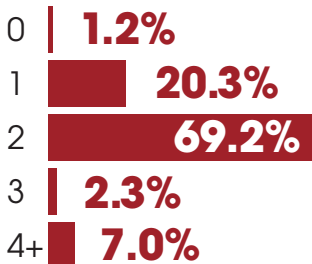
NOTES

- Bonuses are often NOT cumulative
- Team bonuses often require a diver participated in the competition
- Many coaches were unsure of their bonus structure details, including payouts
- Bonuses were sometimes unattainable (ex. mid-major with Team NCAA title bonus)
- Many ONLY could qualify for team bonuses
- Bonuses often stopped at conference level
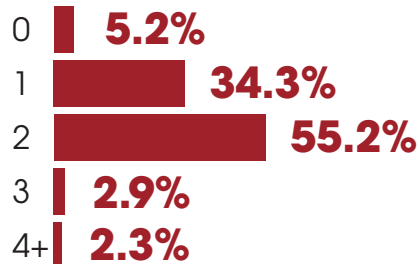- Many bonuses are based on percentage of salary

DIVISION-I FACILITIES

DIVISION-I Water Facilities (Primary on-campus facility)

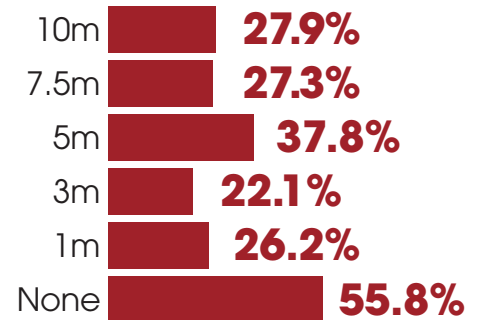### 1-METER
0	**1.2%**
1	**20.3%**
2	**69.2%**
3	**2.3%**
4+	**7.0%**

All 172 facilities confirmed

3-METER
0	**5.2%**
1	**34.3%**
2	**55.2%**
3	**2.9%**
4+	**2.3%**

PLATFORM
10m	**27.9%**
7.5m	**27.3%**
5m	**37.8%**
3m	**22.1%**
1m	**26.2%**
None	**55.8%**

1-METER STAND
62.5% **37.5%**

- ■ Short
- ■ Durafirm

333 total 1m boards

3-METER STAND
64.6% **36.4%**

- ■ Short
- ■ Durafirm

283 total 3m boards

FACILITY LOCATION
13.4% **86.6%**

- ■ Outdoor
- ■ Indoor

1-METER WATER BELT
20
Confirmed Facilities

3-METER WATER BELT
18
Confirmed Facilities

PLATFORM WATER BELT
3
Confirmed Facilities

DIVISION-I Dryland Facilities

TRAMPOLINES
0	**36%**
1	**44.8%**
2	**14.5%**
3	**3.5%**
4+	**1.7%**
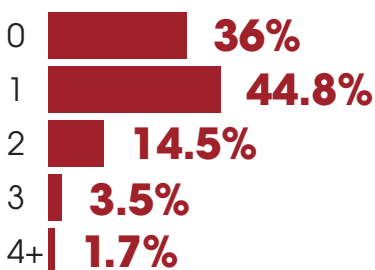
165 total trampolines at **99** facilities
108 total trampolines with belts

DRY BOARDS
0	**44.8%**
1	**36%**
2	**12.1%**
3	**2.3%**
4+	**4.7%**
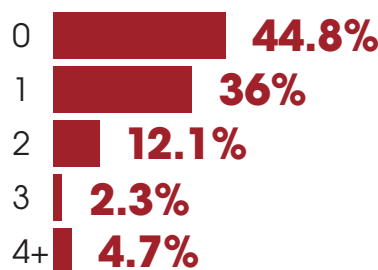
158 total dry boards at **63** facilities
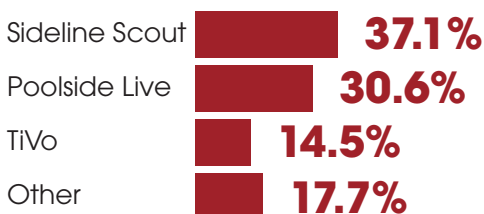**74** total dry boards with belts

SPRING/TUMBLING FLOOR
37
Confirmed Facilities

Common sizes include:

- 20' x 20' or 40' x 40'
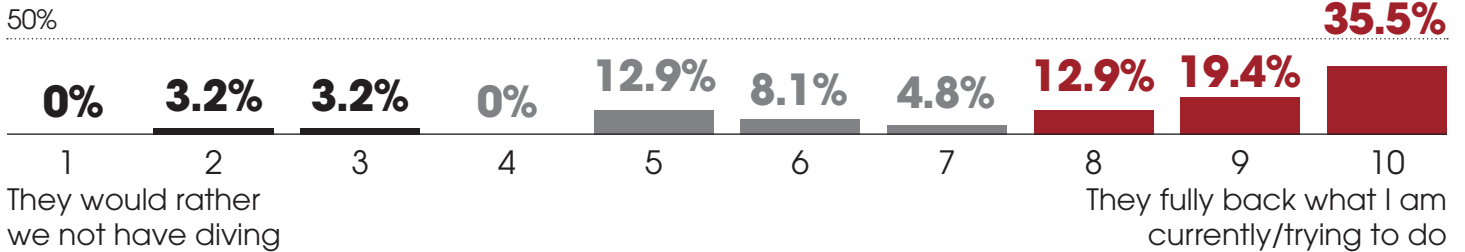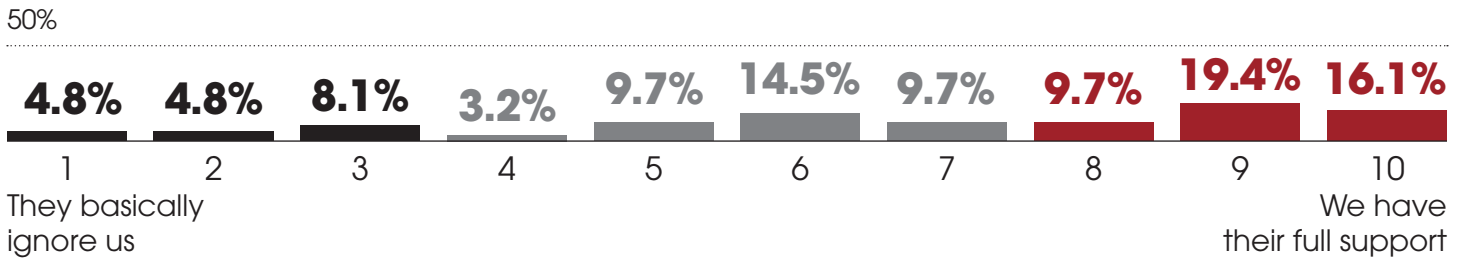- 6-12' wide x 12-40' long

DIVISION-I Video Replay Systems

Sideline Scout	**37.1%**
Poolside Live	**30.6%**
TiVo	**14.5%**
Other	**17.7%**

62 coaches responded

Number of
- ■ Pool Cameras
- ■ Pool TVs
- ■ Dryland Cameras
- ■ Dryland TVS

(None, One, Two, Three, Four, Five+)
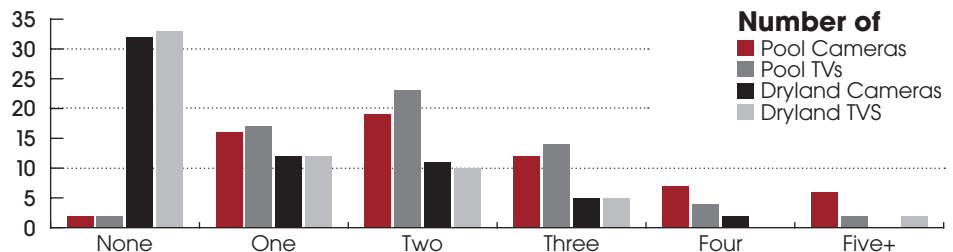
DIVISION-I PERSPECTIVES

How supportive of diving is your swim coach/staff?

50%

0%	3.2%	3.2%	0%	12.9%	8.1%	4.8%	12.9%	19.4%	35.5%
1	2	3	4	5	6	7	8	9	10

They would rather
we not have diving

They fully back what I am
currently/trying to do

How supportive of swimming & diving is your administration?

50%

4.8%	4.8%	8.1%	3.2%	9.7%	14.5%	9.7%	9.7%	19.4%	16.1%
1	2	3	4	5	6	7	8	9	10

They basically
ignore us

We have
their full support

How supportive of diving in particular is your administration?

50%

4.8%	8.1%	6.5%	9.7%	16.1%	8.1%	19.4%	8.1%	9.7%	9.7%
1	2	3	4	5	6	7	8	9	10

They basically
ignore us

We have
their full support
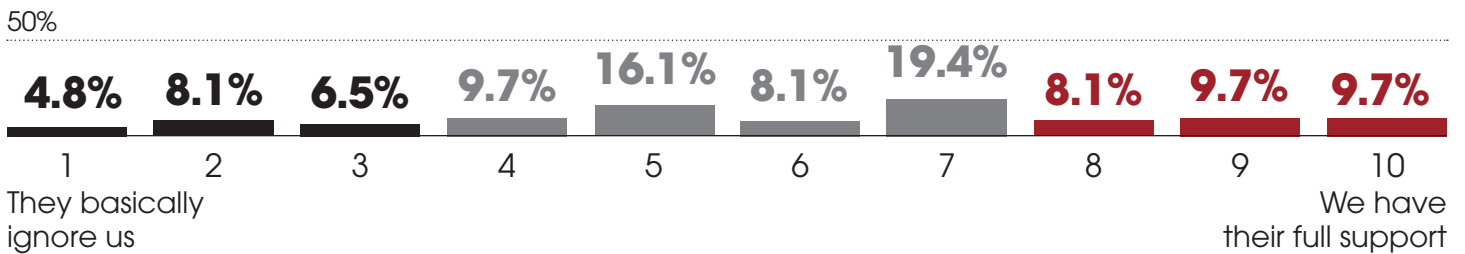
How satisfied are you with your current position?
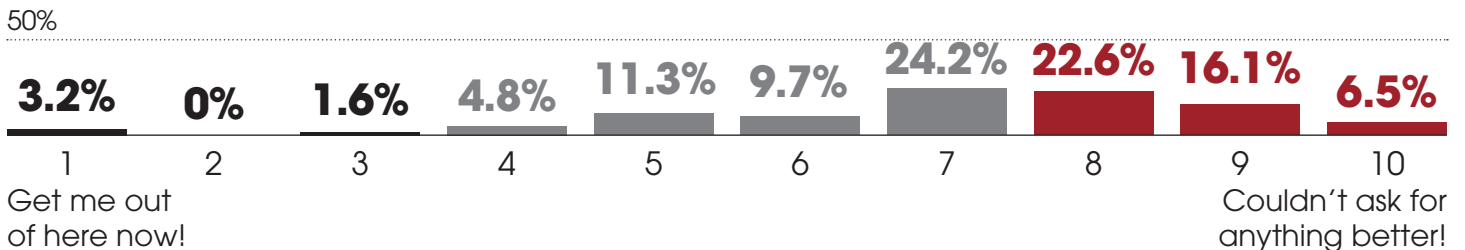
50%

3.2%	0%	1.6%	4.8%	11.3%	9.7%	24.2%	22.6%	16.1%	6.5%
1	2	3	4	5	6	7	8	9	10

Get me out
of here now!

Couldn't ask for
anything better!

Employment future?

4.8%	43.5%	51.6%

I'm actively
seeking
a new
position

I'm open to changing
for the right position
and situation

I'm good
where I am

62 coaches responded

If you could change one thing about your job, what would it be?

Most Frequent Responses
- Salary
- Improve facility

Common, but Less Frequent Responses
- Add assistant coach (paid or GA)
- Change title to have head coach status
- Add men's program

- Have a contract and/or multi-year contract
- Increase scholarships
- Move position from part-time to full-time
- Bonus structure
- Less travel
- More autonomy
- More support from administration

Additional thoughts, comments, or concerns you have regarding your position, the sport, and/or the current employment landscape in the NCAA.

"Our revenue sports have rarely made it to the post season or NCAA Championships in the last 10 years. Because of this we have relied heavily on fundraising for holiday training and equipment upgrades. Now our AD has taken over fundraising and put distribution of these funds on a tier system which includes all sports. We have not been told where we fall in this system, but we suspect slightly above Custodial services (although, that may be optimistic)."

"My main concern is the animosity that has always existed and continues to exist between swim and dive coaches. I know we are separate sports and therefore have separate needs, but the polarized work environment takes joy from the sport. It also leads to a feeling of lack of autonomy and job satisfaction for diving coaches. The worst part seems to be that even if effort was made to increase communication and education between the two parties, the respect aspect of it may never come. I think this is part of the issues underlying the divers counting as a full or a half/team event/etc. I hope more can be done to heal the culture between swim and dive coaches."

"The structure of the NCAA Division 1 Zone meet needs to change. You could count on one hand how many divers actually had a good Zone meet, and it was approaching the line of becoming a safety issue, in my opinion.

Most important is to add the team event. This will double the point value divers bring to the table, and won't change the 1/3 athlete entry status in conferences without platform. Although not quite as good for conferences that have tower and a 1/2 athlete entry status, it's still HUGE for them as well."

"I feel that if they require a degree they need to pay accordingly."

"Diving needs better representation across the board. We are a separate sport but are looked at simply as an event at a swim meet. The CSCAA organization barely notices dive coaches.

USA Diving should support coaches better at both the college and junior levels - there are more athletes and coaches than just at the world competitive level.

1. The Team Event should be given a try.
2. Coaches should not have to judge events — at LEAST during conference & zone meets.
3. There needs to be better organization and advocacy throughout."

Additional thoughts, comments, or concerns you have regarding your position, the sport, and/or the current employment landscape in the NCAA.

"Diving coaches are at the mercy of the swim coach. I'm not sure why we can't be equals (co-head coach), or like very few coaches, a head diving coach. Personally, I don't need the title, however I do need the security it brings."

"This isn't anti swimming…just pro diving. We deserve to be designated as our own separate sport. I don't think adding events is the answer. We should push to be separated if we are to be truly satisfied with our positions and culture instead of being integrated into another sport."

"I worry about employment in G5 schools, that is why I left my previous position even though from a financial/standard of living perspective it was lateral at best, but most likely a little bit of a step down."

"I work full time with the college swimming and diving team and run a fairly full club program (up to 20 JO level kids with one regular assistant coach). I didn't have access to pool time until 2010 when our new facility was built. I think people are a little too quick to jump from one spot to the next right now, rather than build relationships over longer term to enhance/grow their position. It's led to distrust among swimming coaches, limits on growth of position, as I believe every time someone leaves, the position gets rebooted to ground zero, and anything gained is lost.

I'm very worried about our future. Swimming coaches have become highly anxious over the introduction of the team event. They've taken that anxiety and used it to 'beat us back into submission'. The next steps and alternatives are scary. I'm very afraid for the health and well being of our sport."

"I have ability to run camps/clinics/clubs but choose to spend that time with my family. I do not agree with the idea of divers being valued as less than swimmers and, in a perfect world, view diving as its own sport."

"We need better job security and salaries compared to assistant swim coaches."

"I just wish it paid full-time."

"The salary (Part-time $19,000) seems low for the amount of work that is asked for from August to March."

"I do this because I have fun doing it, not for the money or to advance my coaching career. I represent the dive coaches for our conference, push to grow our sport, and advocate for diver representation. There seems to be fewer age group clubs and facilities, and access to facilities is waning. I would love to see more centralized training spaces so kids from all over the country can experience the sport, not just the kids in Metro Areas."

"College diving is in a real bind and is sliding back. Until we change the format to make it more enjoyable to watch, it will continue. We need more help from outside the community to get feedback to what would be more spectator friendly. The team event is both helping the top end divers while killing opportunity for developing divers. I think brackets make it a bit more interesting, but that's just me.

There is also an air of elitism about the sport that prevents more elite athletes from trying out."